



# 2020 ANNUAL PLANNING INFORMATION AND WORKFORCE ANALYSIS REPORTS

## **EAST CENTRAL MICHIGAN**

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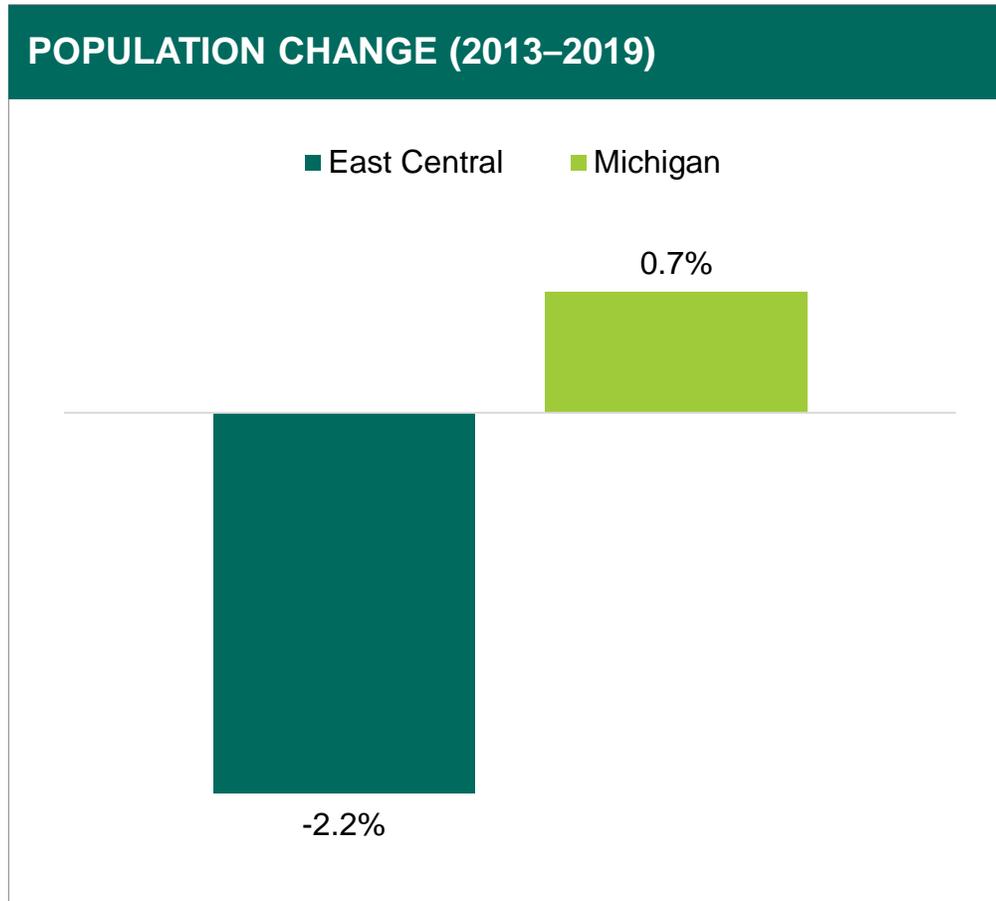


**POPULATION TRENDS**

**AND CHARACTERISTICS**

FIGURES 1–4

## The regional population displayed a substantial drop over the 2013–2019 period.

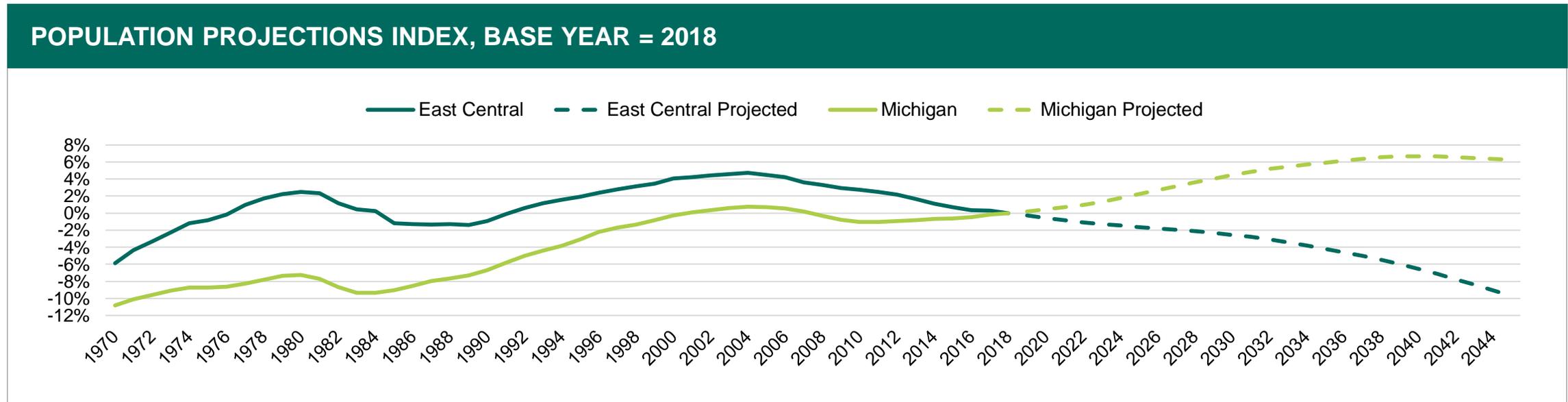


- Recent population estimates from the U.S. Census Bureau show the population of East Central Michigan dropping by nearly 12,300, from 571,000 in 2013 to 558,700 in 2019. Only one county, Clare, had a net increase in population over the period. **(Figure 1)**
- The state population steadily rose since 2013 to add over 74,000 by 2019. Nationwide, the population rose by close to 4 percent (or about 12.2 million) over this period. **(Figure 1)**

Source: U.S. Census Bureau, Annual Population Estimates

# The population of East Central Michigan has been steadily declining since the early 2000s.

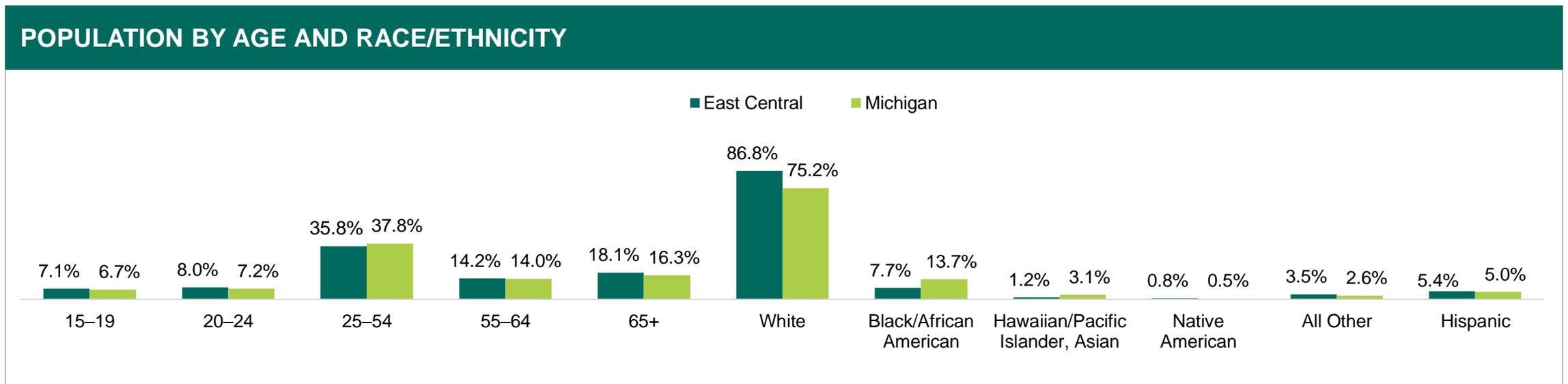
- If current trends hold, the East Central region is projected to lose around 10 percent of the total population between 2018 and 2045. Saginaw County alone is projected to shrink by more than 35,000 individuals. **(Figure 34)**



Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Population Projections

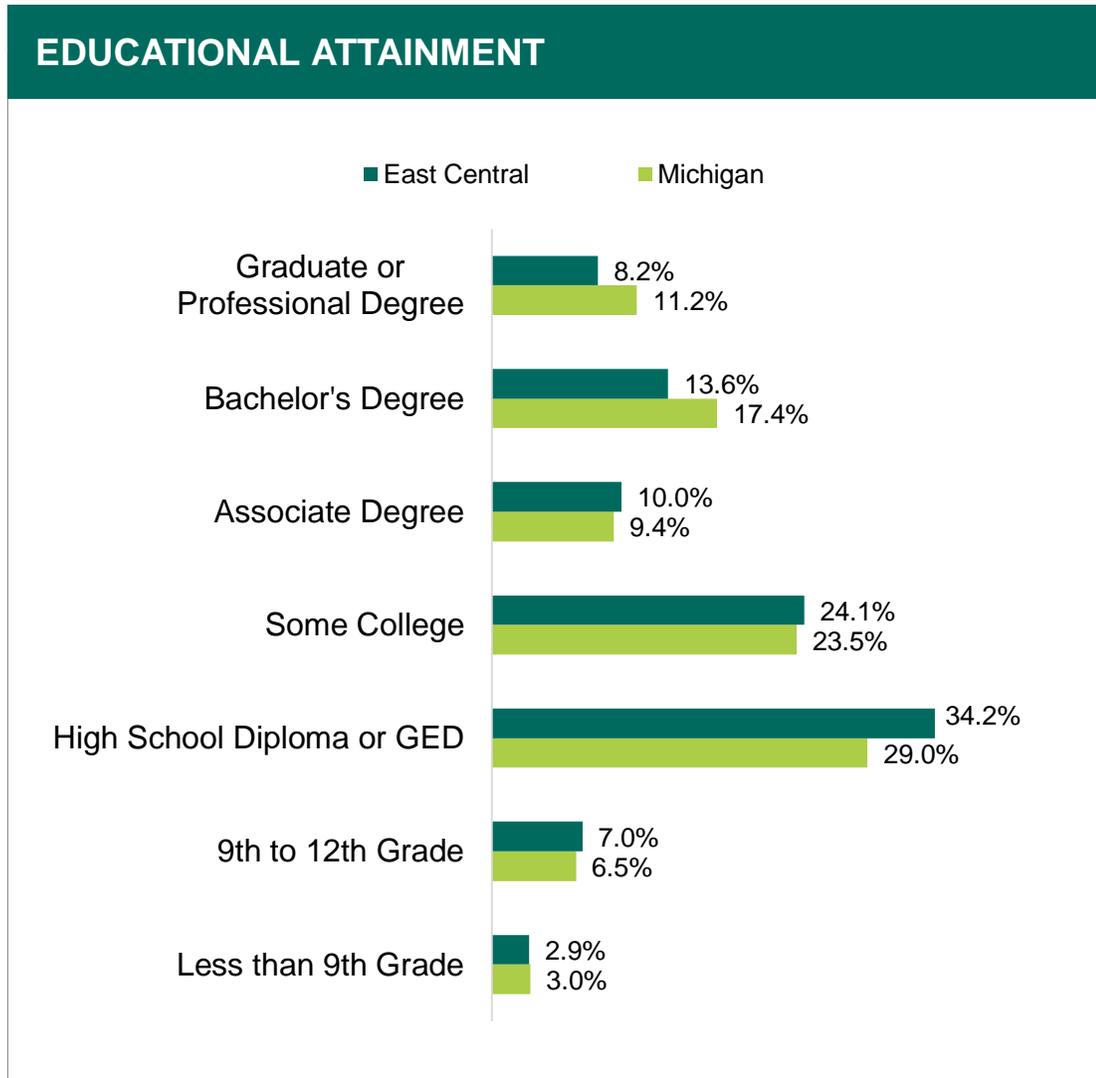
# Demographics in the East Central region are roughly in line with statewide rates.

- Roughly 15.2 percent of the region's population is ages 15–24 which only slightly outpaces the 55–64 population (14.2 percent). This is in part due to several colleges and universities in the region. **(Figure 2)**
- The region has less racial/ethnic diversity than the rest of the state. **(Figure 2)**

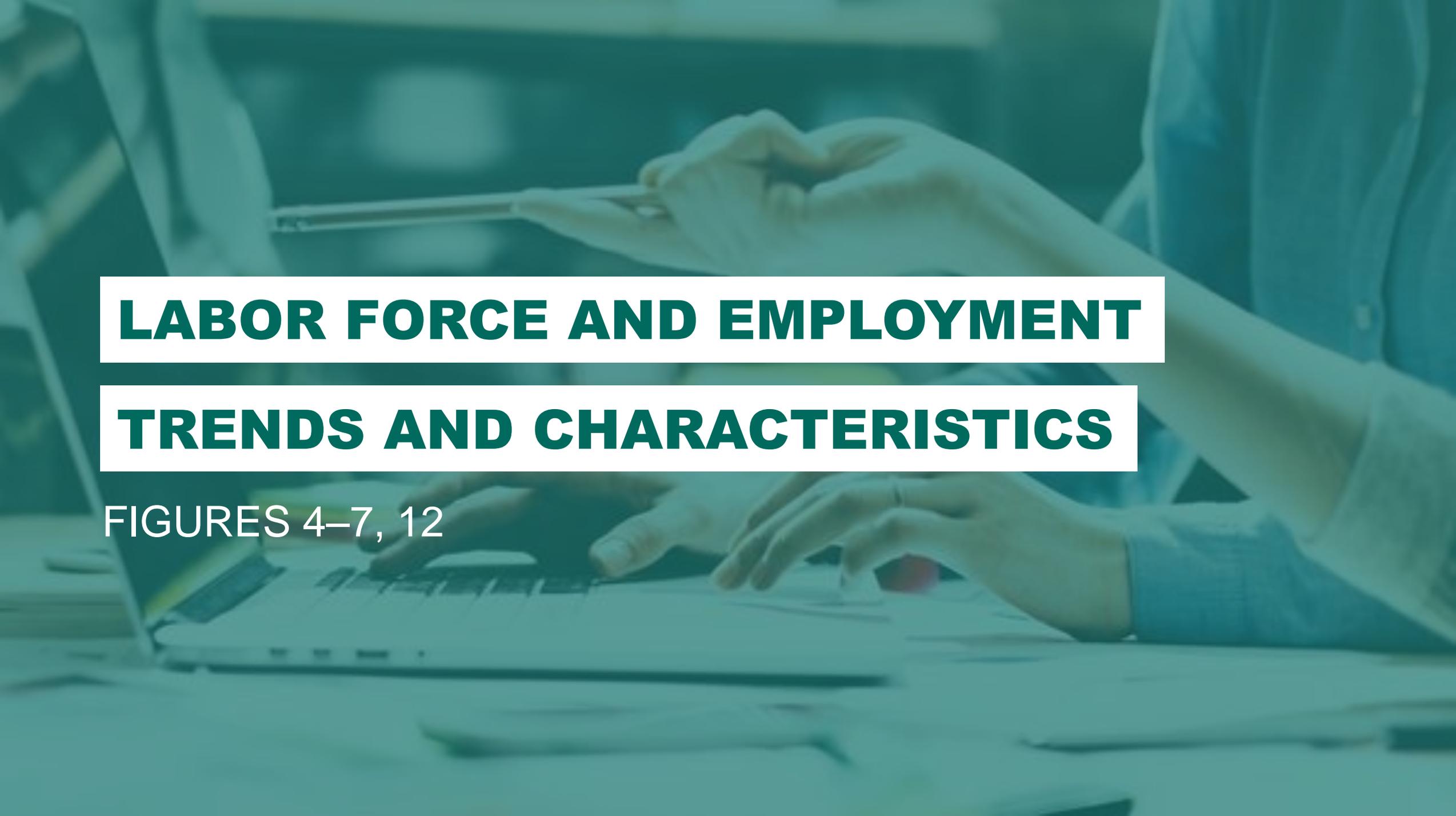


Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

# The educational attainment of East Central Michigan is slightly lower than the statewide rates.



- Educational attainment in the region is slightly lower in the region than the state. 21.8 percent of the population has a bachelor's degree or higher compared to 28.6 percent of the statewide population. **(Figure 3)**
- More than 60 percent of the 18- to 24-year-old population in the area has some level of education beyond a high school degree or equivalency. This is due in large part to local colleges and university enrollments.

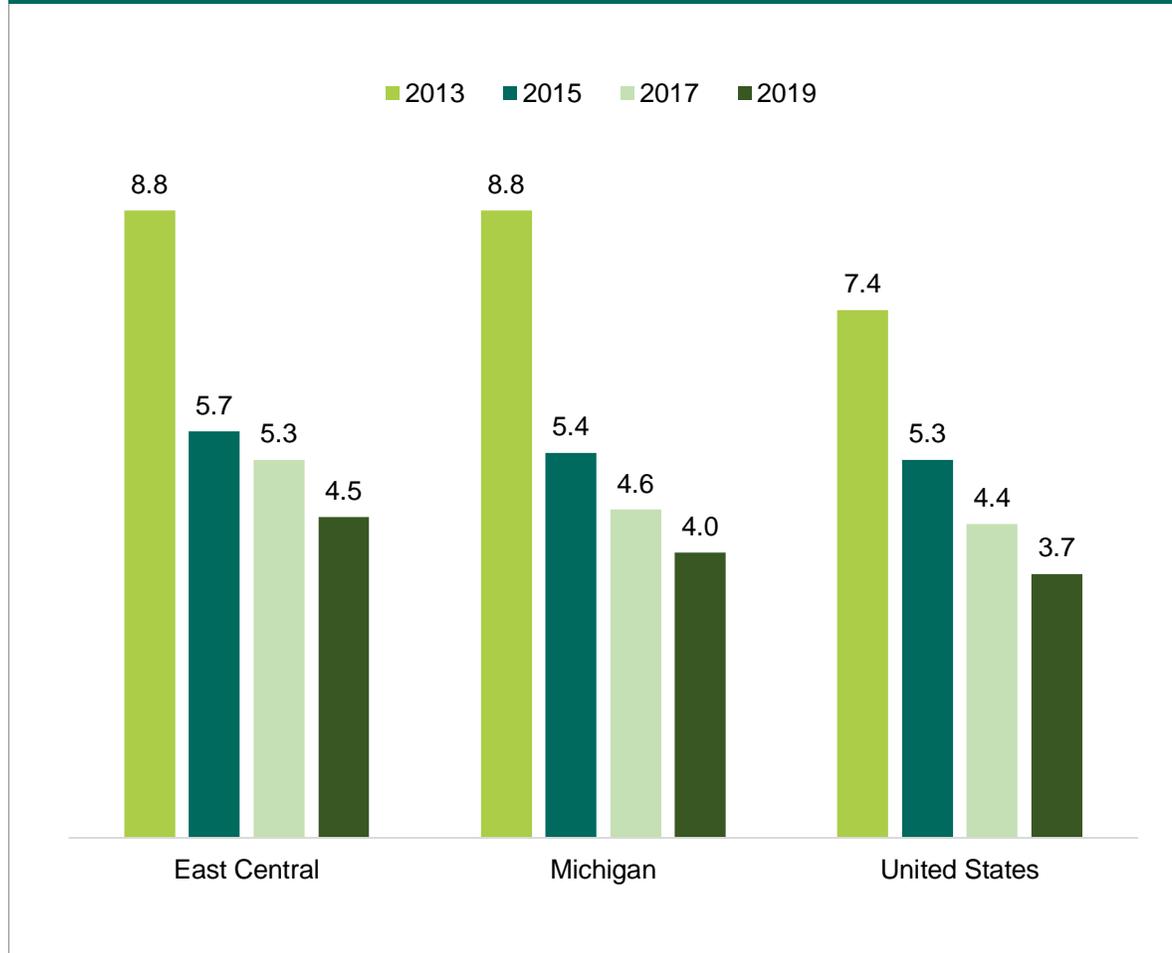


# **LABOR FORCE AND EMPLOYMENT**

## **TRENDS AND CHARACTERISTICS**

FIGURES 4–7, 12

## UNEMPLOYMENT RATES

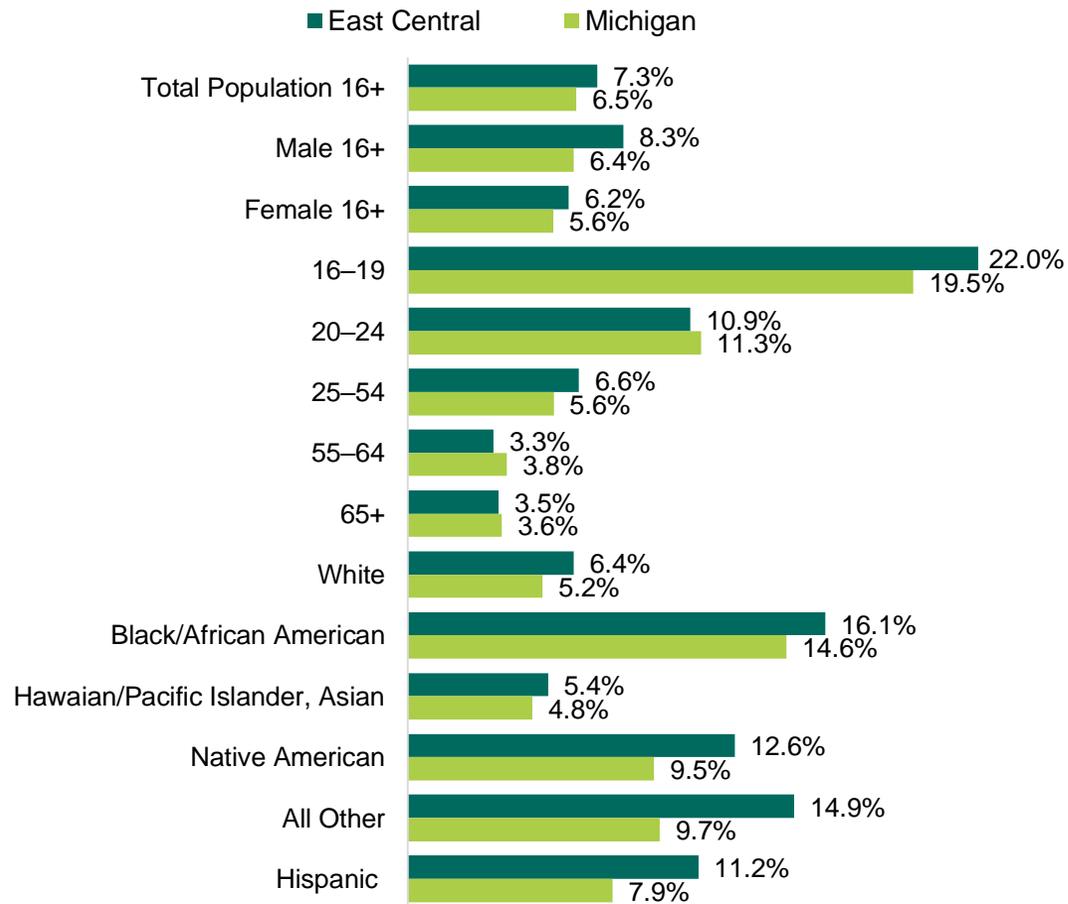


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Local Area Unemployment Statistics (LAUS)

## Unemployment rates in East Central Michigan sit slightly above statewide and national averages.

- The unemployment rate movements for the region followed state and national trends, dropping significantly (by close to half) between 2013 and 2019. The area's jobless rates have stayed slightly higher than the state in the past few years. **(Figure 6)**
- Over the 2013–2019 period, the count of unemployed individuals dropped by 50 percent, from 23,400 in 2013 to 11,700 in 2019. **(Figure 12)**

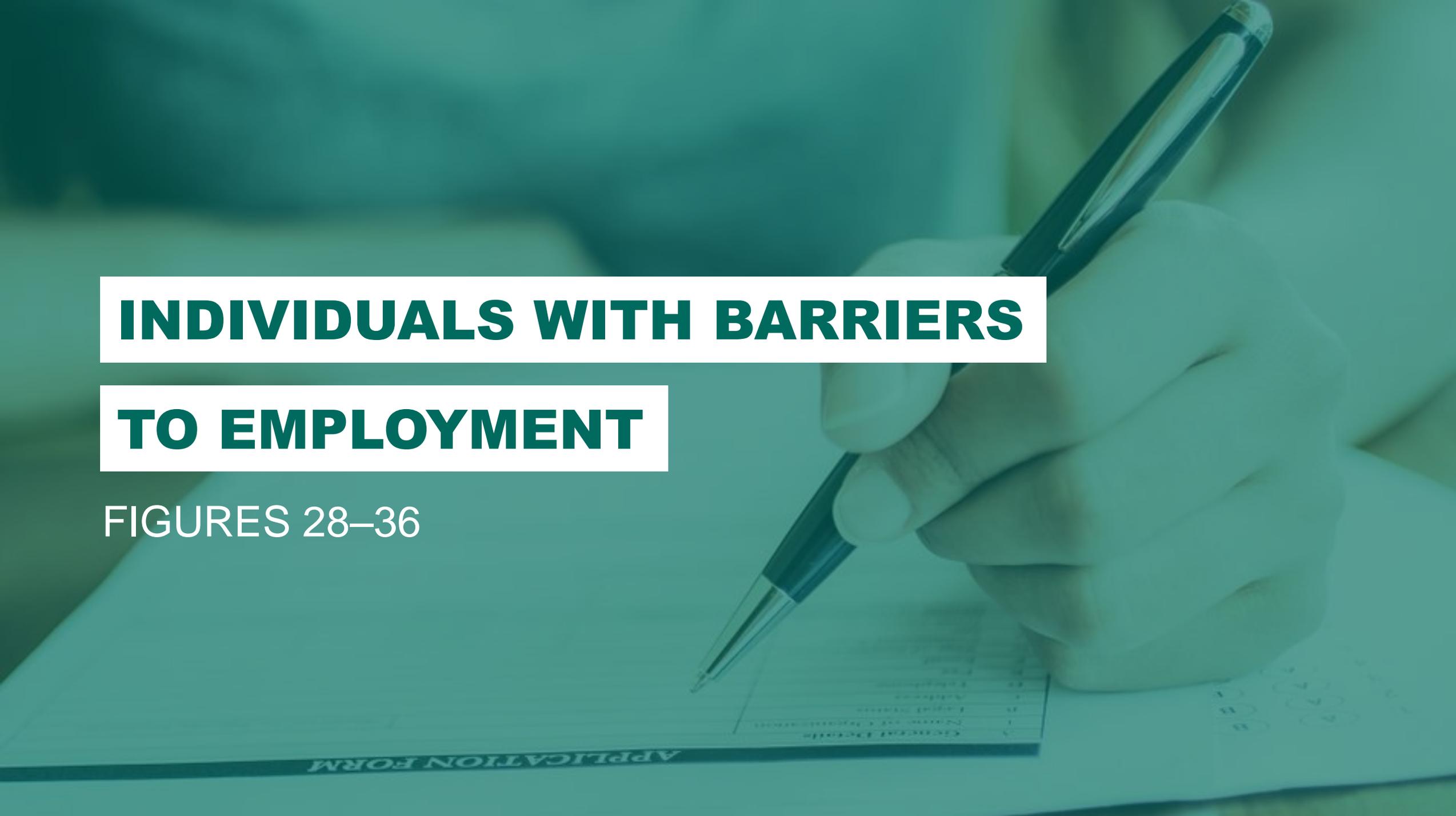
## UNEMPLOYMENT RATES GENDER, AGE, AND RACE/ETHNICITY



Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

## Area jobless rates are higher for males, youth, and certain racial groups.

- The overall jobless rate of the population 16 years and older in the East Central region was similar to the state rate for the 2014–2018 period. Generally, unemployment rates have been declining since the end of the Great Recession. **(Figure 7)**
- Males had higher unemployment rates than females in the region. A few race/ethnicity categories have slightly higher unemployment rates in the region compared to the state, but notably some of these categories have very small populations. **(Figure 7)**

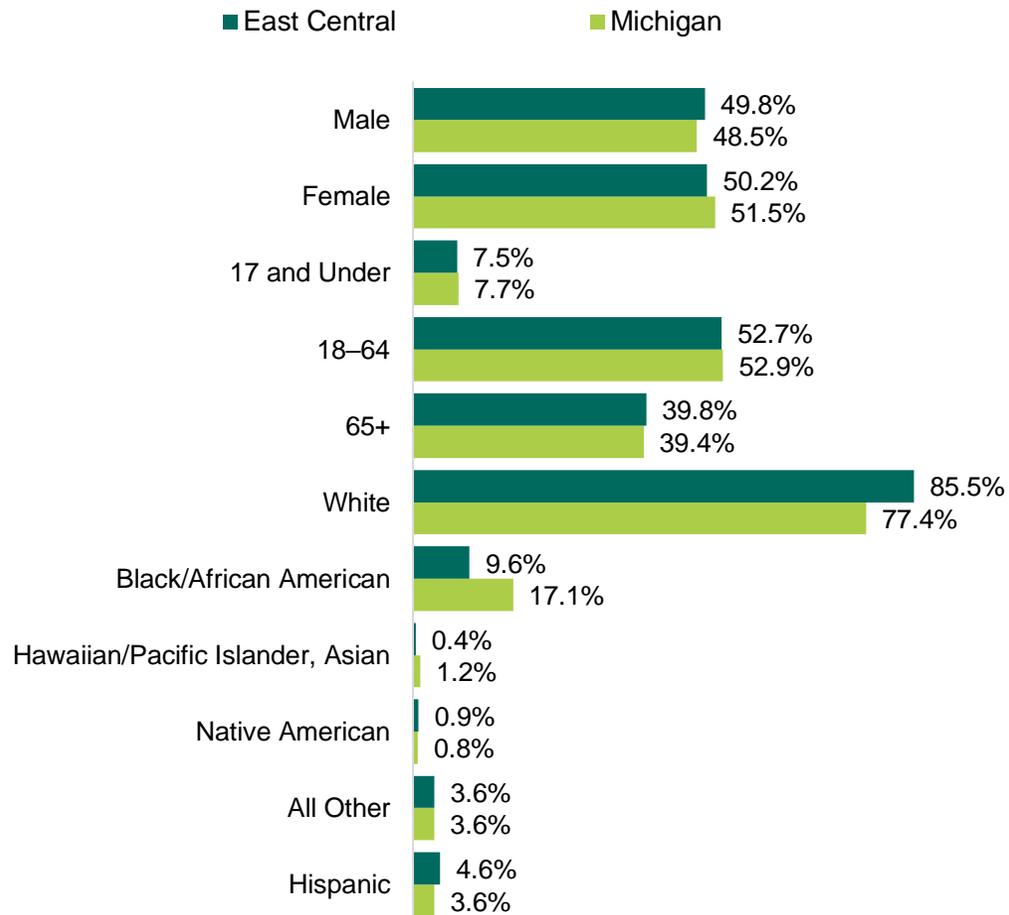
A hand holding a pen over an application form, with a teal overlay. The form is titled 'APPLICATION FORM' and has several fields labeled 'General Details', 'Name of Applicant', 'Legal Name', 'Address', 'Telephone', and 'Fax'.

**INDIVIDUALS WITH BARRIERS**

**TO EMPLOYMENT**

FIGURES 28–36

## INDIVIDUALS WITH A DISABILITY



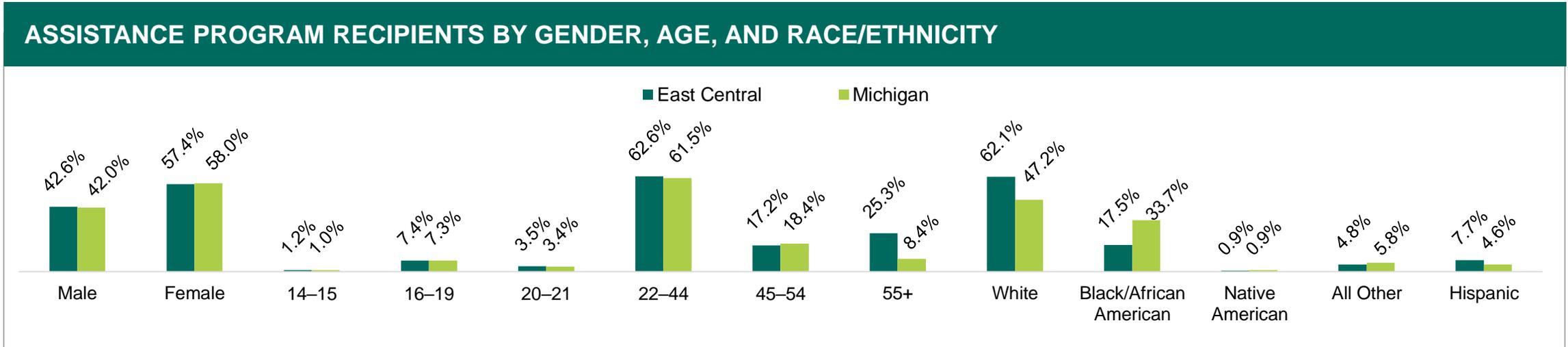
## Individuals with a disability in the East Central region closely resemble the population.

- Disability is one of several factors that can lead to poverty and other forms of economic distress. Disability increases with age. According to the U.S. Census Bureau, about 89,500 people in the region reported a disability during the 2014–2018 period. Of this, 39.8 percent or 35,615 were 65 and over. As the population, on average, continues to get older this number is expected to increase. **(Figure 28)**

Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

# Regional assistance program recipients are still concentrated in the working age and white demographics.

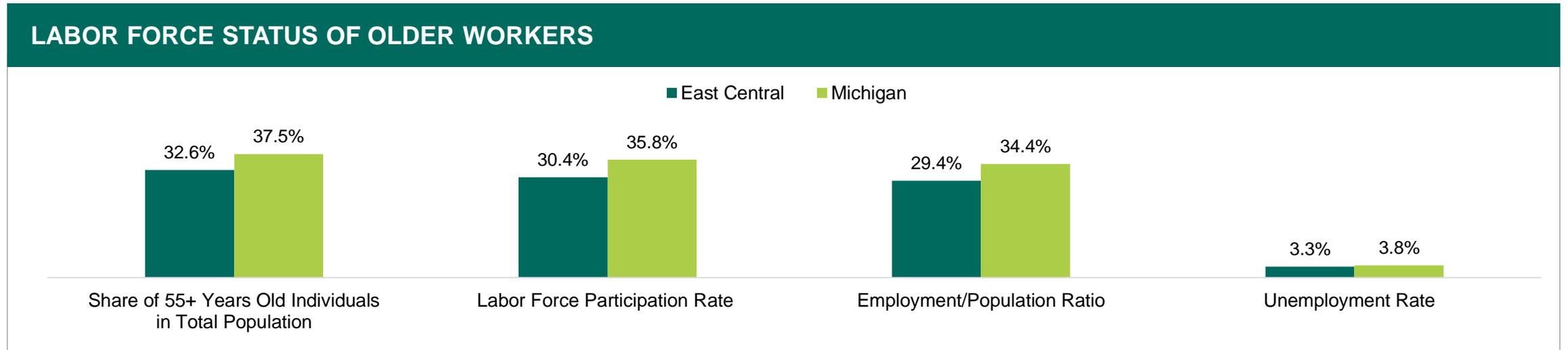
- In 2019 there were nearly 17,000 assistance recipients in the region. **(Figure 30)**
- There continues to be more female than male public assistance recipients in both the region and the state. Some minority groups made up larger percentages of the assistance recipients than they did total individuals in the region. **(Figure 30)**



Source: Michigan Department of Health and Human Services

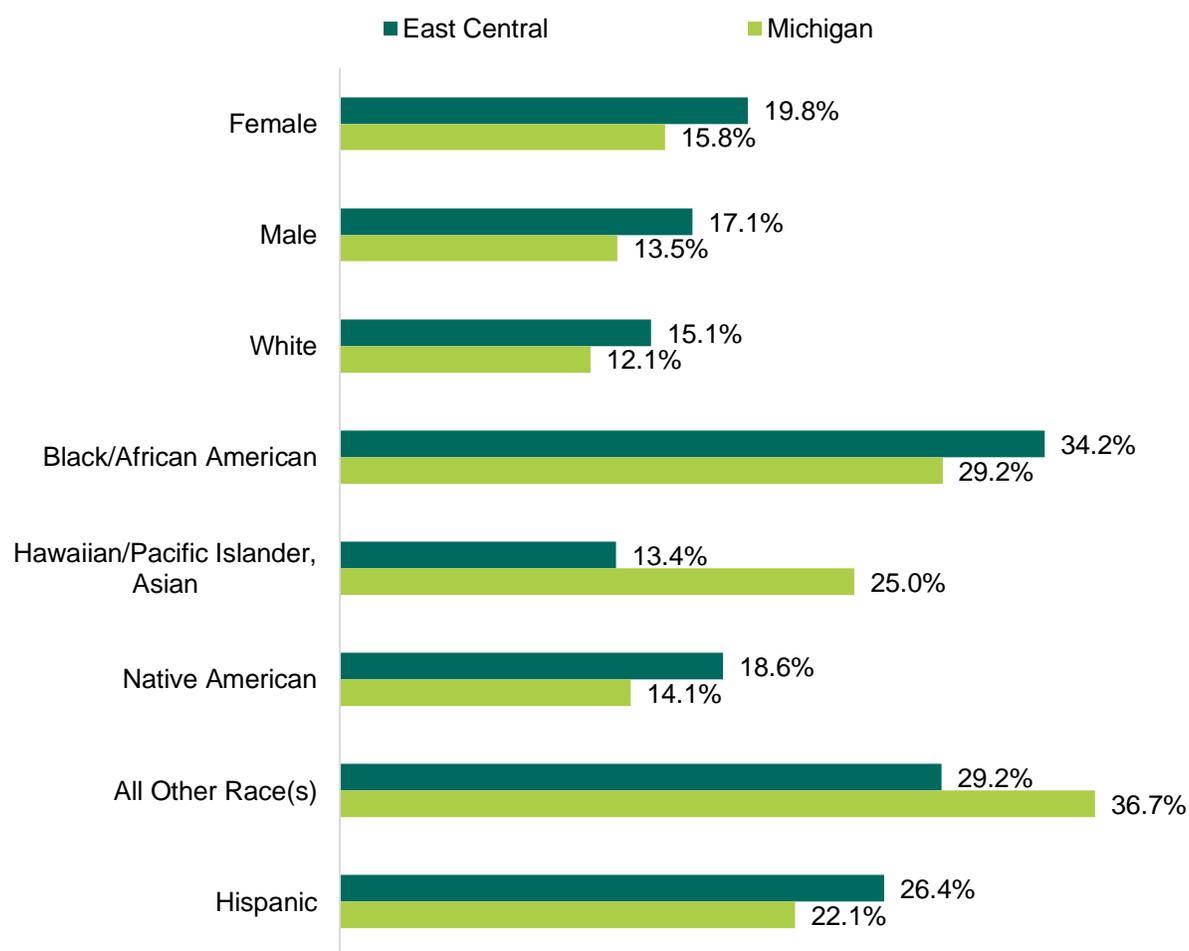
# Older workers continue to be an important portion of the labor market.

- The East Central region has nearly 182,400 individuals 55 years and older. **(Figure 35)**
- Roughly 29 percent of older workers have jobs, compared to 34 percent statewide. The jobless rate of older workers in the East Central region is slightly lower than the statewide rate. **(Figure 35)**



Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

## POVERTY BY GENDER AND RACE/ETHNICITY



Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

**The poverty rate is at 18.5 percent in the region; several points above the statewide rate.**

- Based on the 2014–2018 five-year estimates from the U.S. Census Bureau, 18.5 percent of residents of the region (104,200 persons) lived under the poverty line. **(Figure 36)**
- In any of the sizable categories, the East Central region had a poverty rate several points above the statewide rate. This is potentially tied to the lower educational attainment in the area. **(Figure 36)**

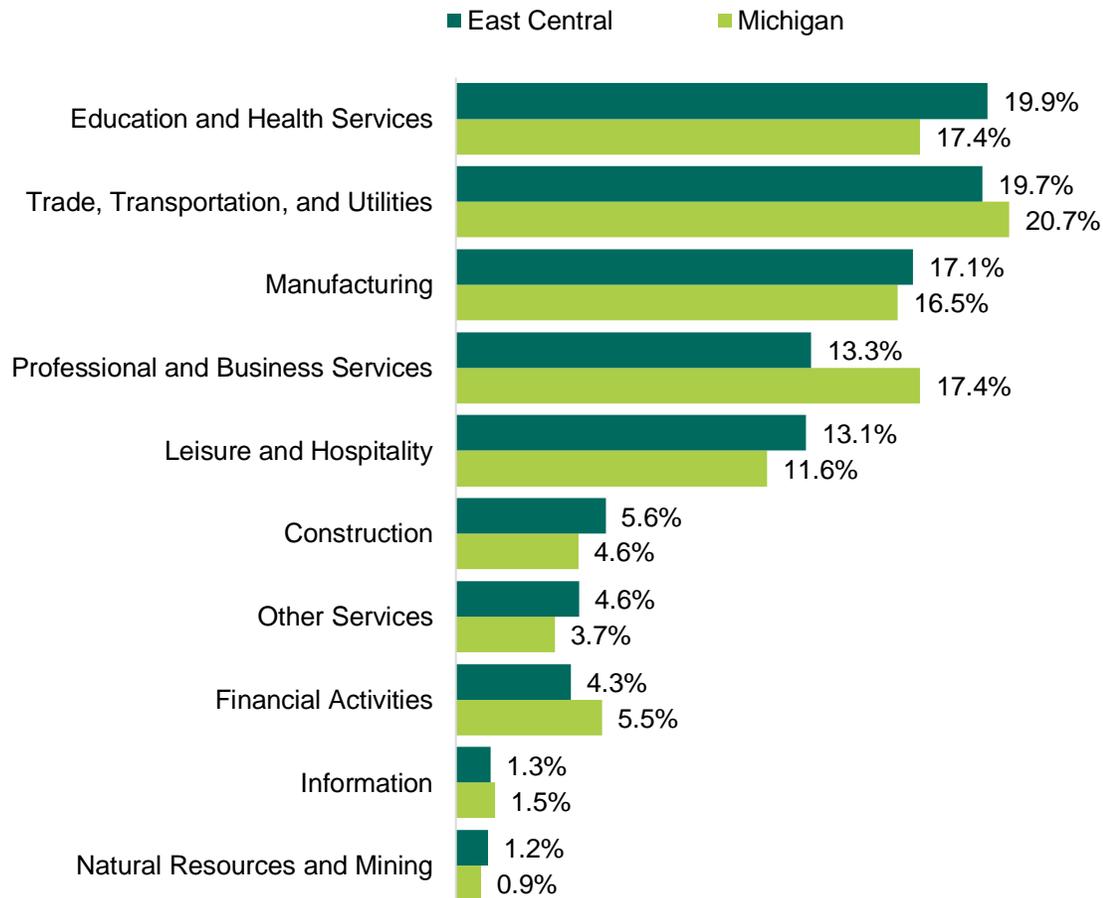


**IN-DEMAND INDUSTRY SECTORS**

**AND OCCUPATIONS**

FIGURES 8–11, 17–26

## DISTRIBUTION OF INDUSTRY JOBS, SECOND QUARTER 2019

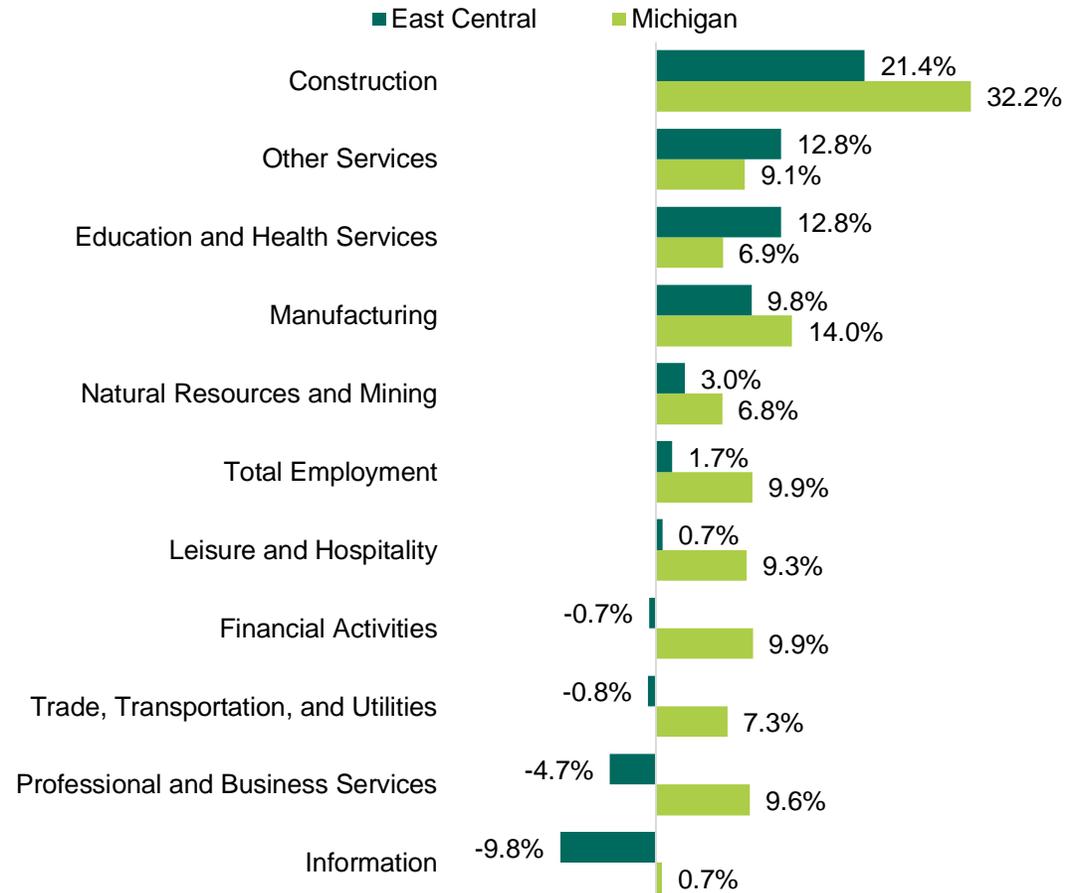


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Quarterly Census of Employment and Wages (QCEW)

## Close to 57 percent of regional employment is concentrated in the three largest industries.

- The industrial makeup of the region is close to the statewide makeup with a few small differences.
- In the 2<sup>nd</sup> quarter of 2019, the region had a higher concentration in *Education and health services* related to several colleges and universities in the area as well as strong health systems.
- *Professional and business services* as well as *Financial activities* were less prevalent in the region. These industries tend to have many high-paying occupations. **(Figure 8)**

## PRIVATE SECTOR JOB TRENDS, SECOND QUARTER 2013–2019



## Only half of regional industries recorded positive job growth over the 2013–2019 period.

- Of the 10 super sectors, the East Central region only outpaced the state in two of them, *Other services* and *Education and health services*. **(Figure 8)**
- Since 2013, *Construction* added 1,770 jobs while *Manufacturing* added 2,700 jobs. Both super sectors are recovering from hard losses during the Great Recession. **(Figure 8)**
- *Information* is one of the smaller super sectors in the area, so even with a loss near 10 percent that amounts to roughly 250 jobs. **(Figure 8)**

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Quarterly Census of Employment and Wages (QCEW)

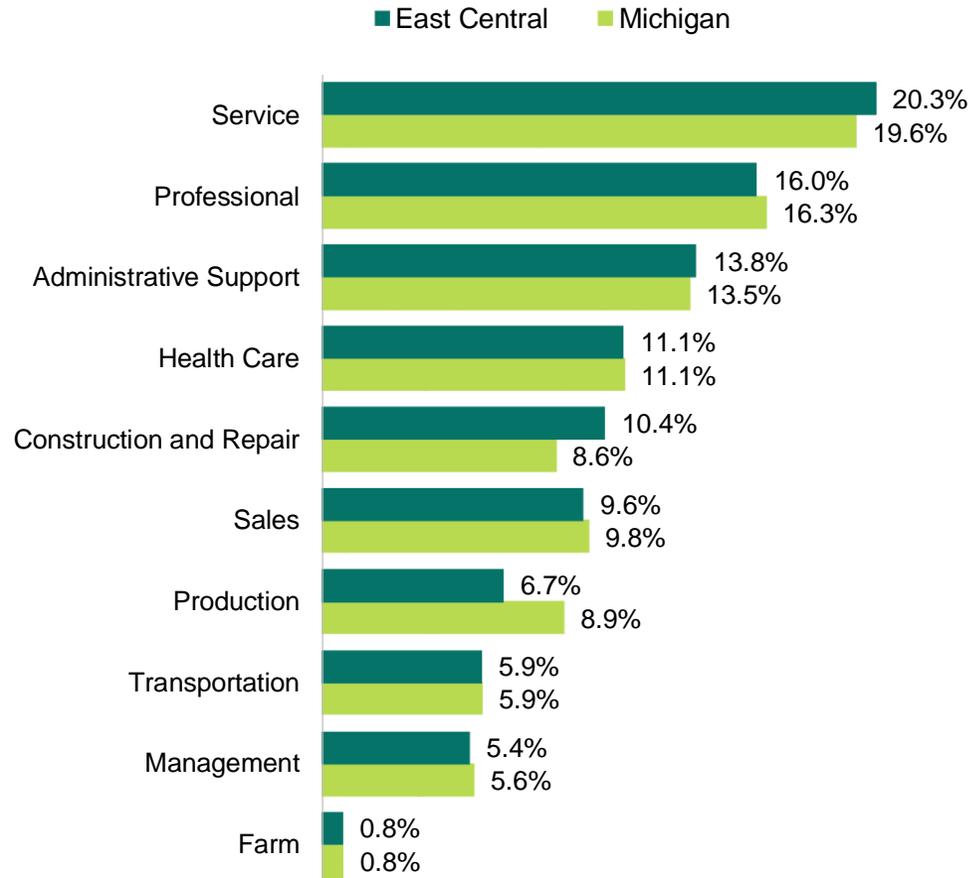
## Online job postings reached nearly 4,100 in second quarter 2019.

ONLINE ADVERTISED JOB POSTINGS, EAST CENTRAL	
JOB TITLE	NUMBER
Retail Salespersons	174
Registered Nurses	158
Customer Service Representatives	108
First-Line Supervisors of Retail Sales Workers	102
Food Service Managers	74
Sales Rep., Wholesale and Manu., Exc. Tech. and Sci. Prod.	73
Heavy and Tractor-Trailer Truck Drivers	73
Laborers and Freight, Stock, and Material Movers, Hand	70
Nursing Assistants	55
Comb. Food Prep. and Serv. Worker, Inc. Fast Food	52

- In the second quarter of 2019, there were nearly 4,100 online advertised job postings in the East Central region, according to the Conference Board's Help Wanted OnLine® Database. **(Figure 18)**
- Most of the top job advertisements posted online required a high school diploma, some vocational training, or an associate degree. One clear exception to this are *Registered nurses* which typically require a bachelor's degree, as defined by the Bureau of Labor Statistics.

Source: The Conference Board, Help Wanted OnLine® Database

## PROJECTED 2026 DISTRIBUTION OF JOBS BY BROAD OCCUPATIONAL GROUPS

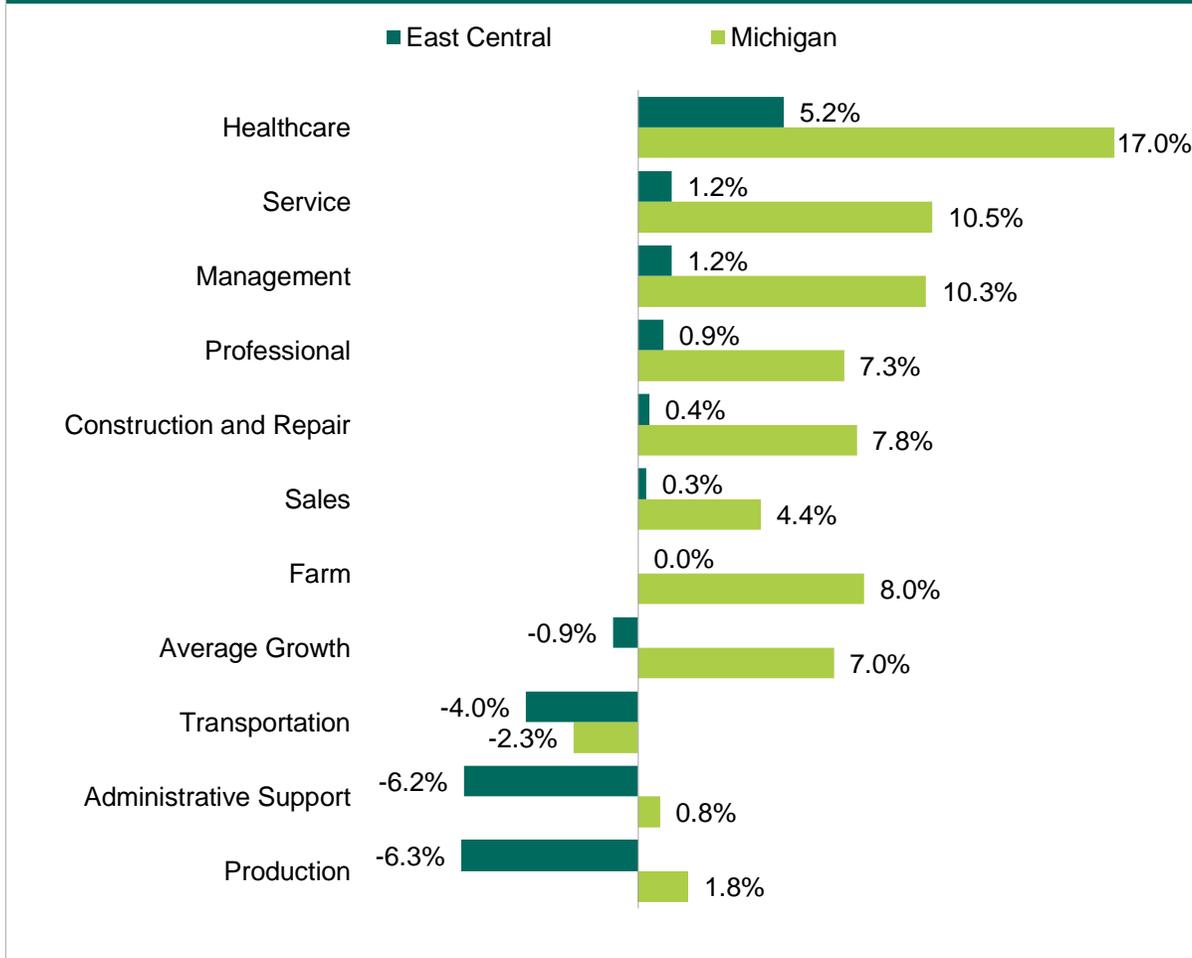


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

## One in five jobs in East Central Michigan is projected to be in *Service* by 2026.

- The overall occupational employment in the region is projected to shrink slightly down 0.9 percent (-2,000) between 2016 and 2026, compared to an expansion of 7 percent statewide. **(Figure 19)**
- *Service* includes occupations in *Protective services, Food preparation and service, Building and grounds cleaning and maintenance, and Personal care services.*
- *Production* occupations in East Central are less common than they are statewide, and are projected to shrink 4.0 percent locally through 2026

## PROJECTED PERCENT GROWTH BY BROAD OCCUPATIONAL GROUPS (2016–2026)

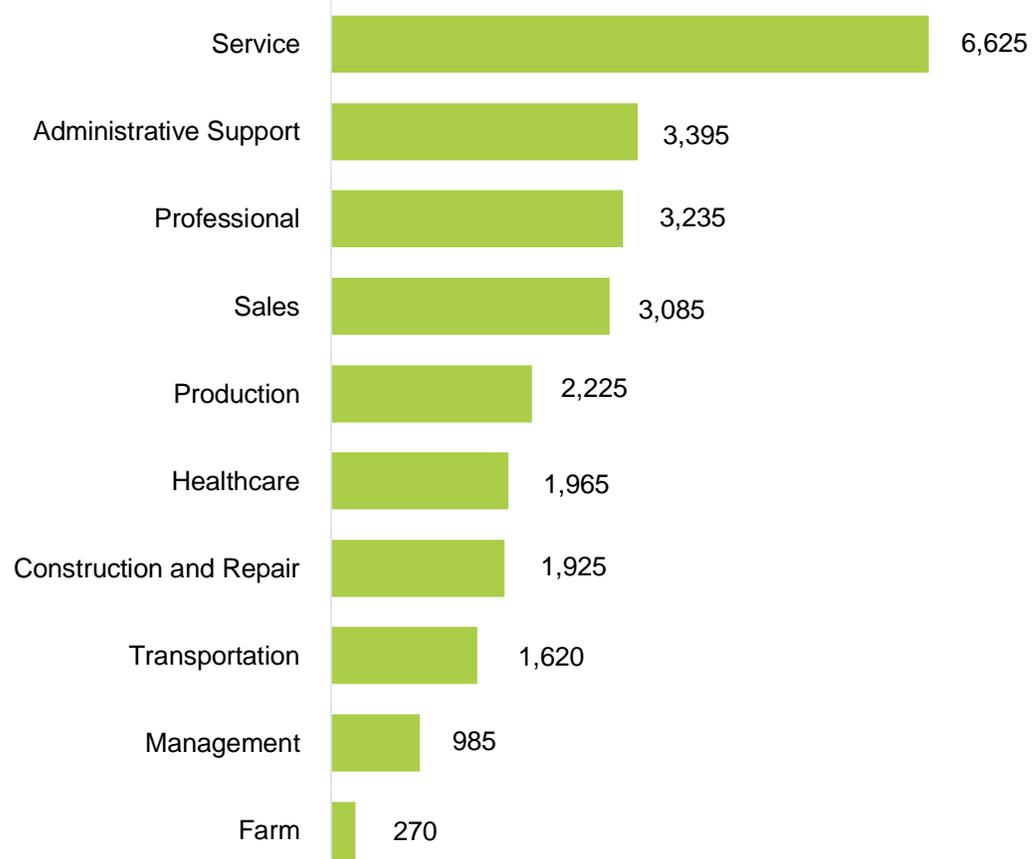


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

## Most occupational groups are stable or contracting through 2026.

- Healthcare* made up slightly more than 10 percent of all employment in 2016. The major group is made up of two occupational groups *Healthcare practitioners* and *Healthcare support* which are projected to grow 4.0 and 7.3 percent between 2016 and 2026. These groups well outpace the average growth in the region which will shrink nearly 1 percentage point. The low growth in the area is, in part, due to a contracting and aging population. **(Figure 19)**

## PROJECTED ANNUAL OPENINGS BY BROAD OCCUPATIONAL GROUPS (2016–2026)

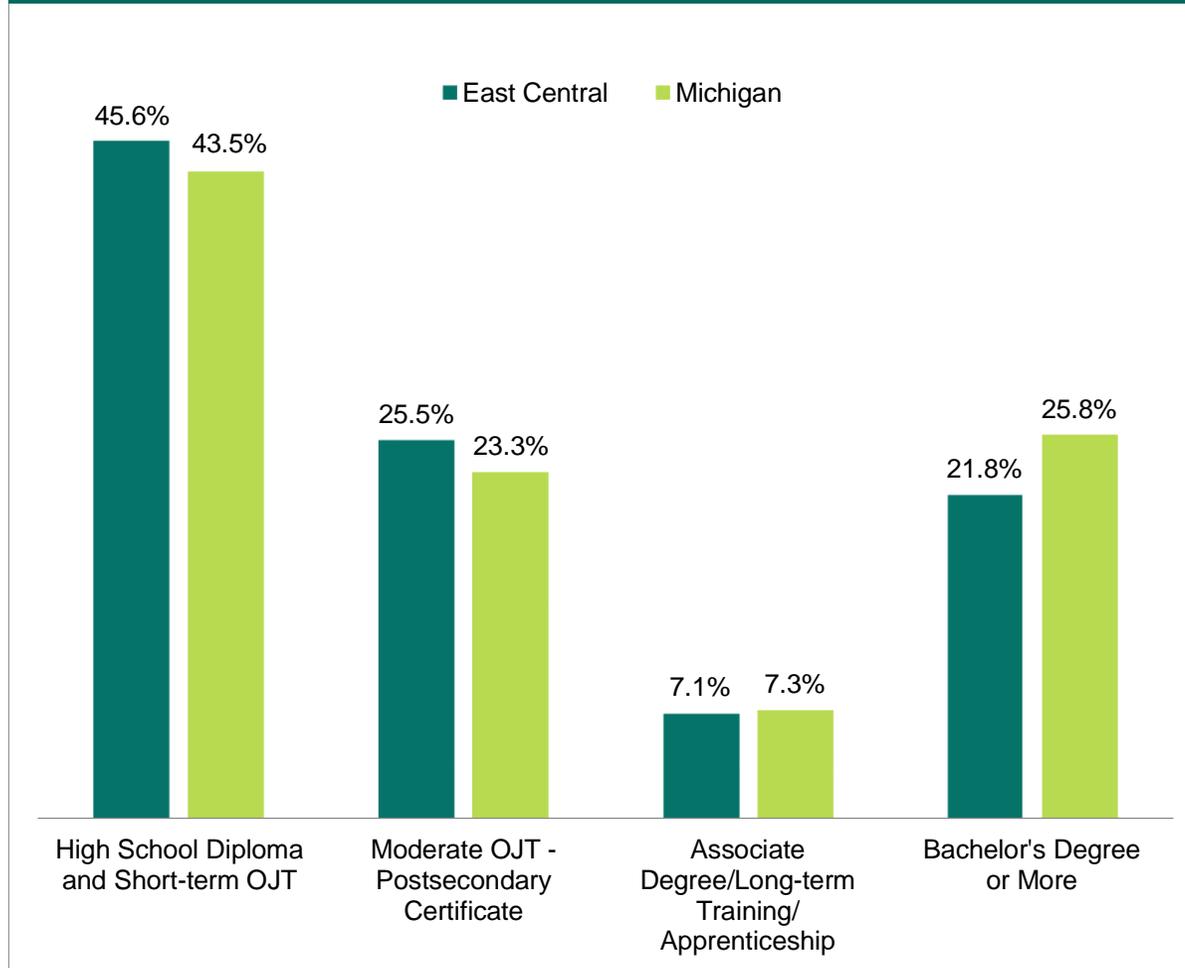


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

## Occupations with a large employment base will continue to create more openings out of a need to replace workers.

- Because of a need to replace workers who are retiring or otherwise leaving the occupation in the area, the largest groups are projected to see the most annual openings through 2026.
- *Service* occupations, the largest occupational group in the region, are expected to see the highest number of annual openings. Openings can come from new growth in a field, a need for replacements as workers retire or leave the labor force, or due to a need to replace workers that have transferred to new occupations. **(Figure 20)**

## PROJECTED 2026 OCCUPATIONAL EMPLOYMENT BY EDUCATION (SHARE OF TOTAL)

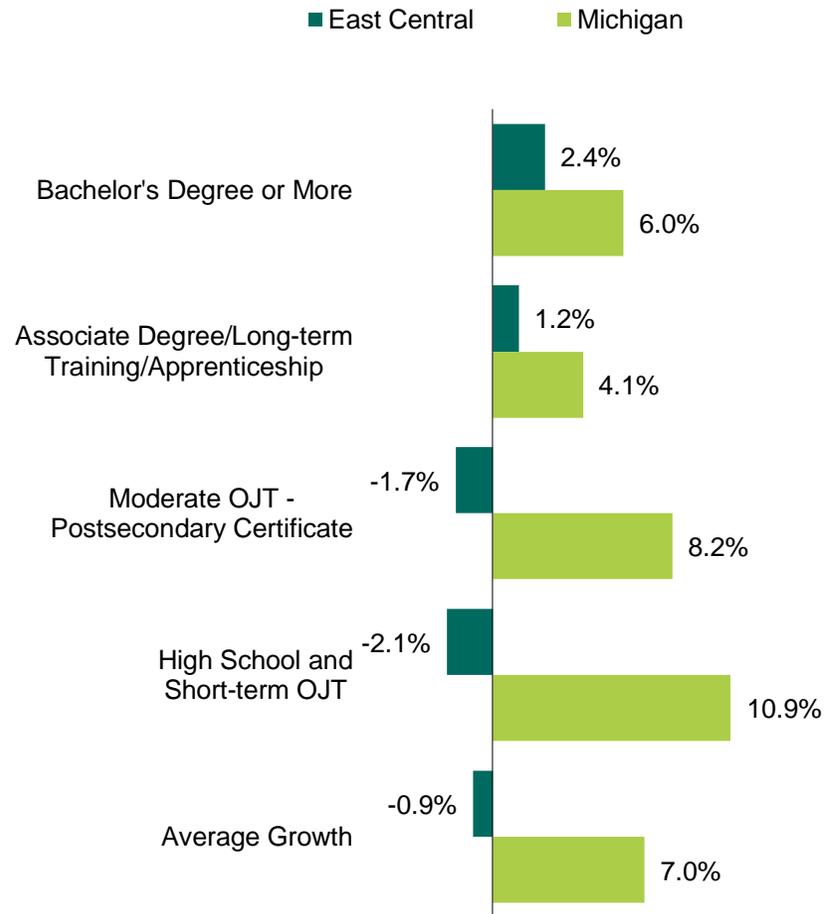


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

# Nearly 30 percent of all jobs will require a year of training/education or more by 2026.

- By 2026, a little under 46 percent of East Central jobs (44 percent statewide) will need only a high school diploma or less, with short-term to no on-the-job training. These occupations have a large employment base and will create jobs through the need to replace workers.
- Roughly a third of jobs will require moderate-term training through an associate degree/long-term training/apprenticeship. These occupations can typically be filled within a few months to three years.

## PROJECTED 2026 OCCUPATIONAL GROWTH BY EDUCATION

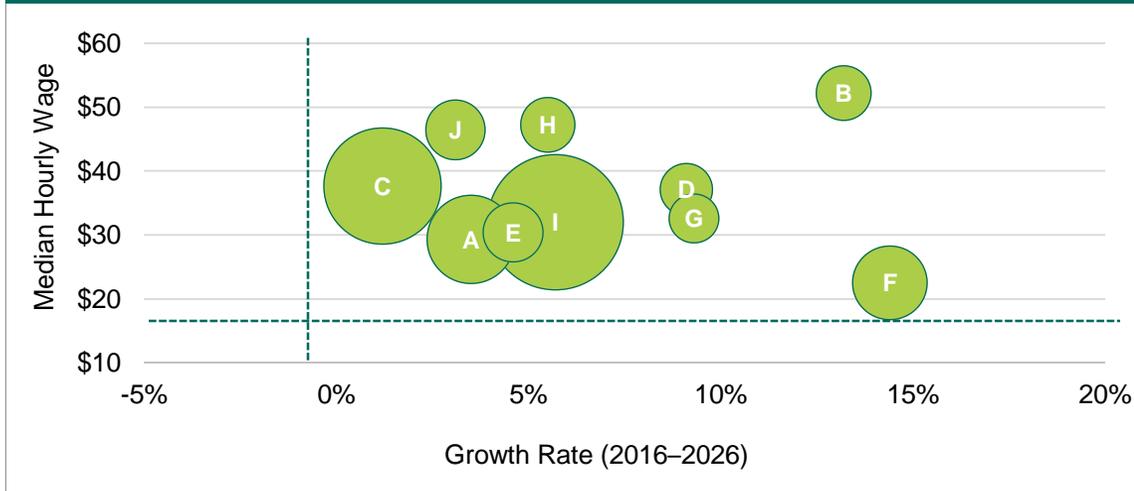


Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

**East Central Michigan has slower long-term projected growth compared to the state overall in every educational group.**

- Though East Central is outpaced by the state in every educational group, it does have some positive projected growth. Both educational groups that take at least a year of education/training beyond high school have positive projected growth.

## HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AT LEAST A BACHELOR'S DEGREE



Dotted lines mark the average projected growth rate (-0.9 percent) and the median hourly wage for the region (\$16.41).

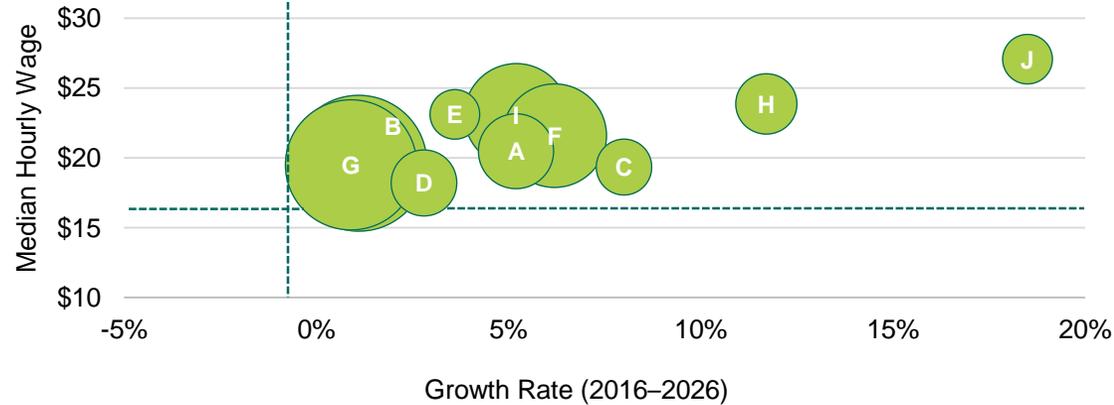
<b>A</b>	Accountants and Auditors	<b>F</b>	Market Research Analysts and Marketing Specialists
<b>B</b>	Financial Managers	<b>G</b>	Mechanical Engineers
<b>C</b>	General and Operations Managers	<b>H</b>	Medical and Health Services Managers
<b>D</b>	Industrial Engineers	<b>I</b>	Registered Nurses
<b>E</b>	Management Analysts	<b>J</b>	Software Developers, Systems Software

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Many of the highest-earning, high-demand occupations require a bachelor's degree or more.

- High-demand, high-wage occupations are jobs that demonstrate a favorable mix of long-term job growth, annual openings from both growth and replacement, and median wages.
- Levels of pay are directly correlated with the level of formal education and/or the length of job training or apprenticeship, driving a trend of higher-training occupations appearing on the list of high-demand, high-wage occupations. **(Figure 23)**

## HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AT LEAST AN ASSOCIATE DEGREE OR LONG-TERM TRAINING



Dotted lines mark the average projected growth rate (-0.9 percent) and the median hourly wage for the region (\$16.41).

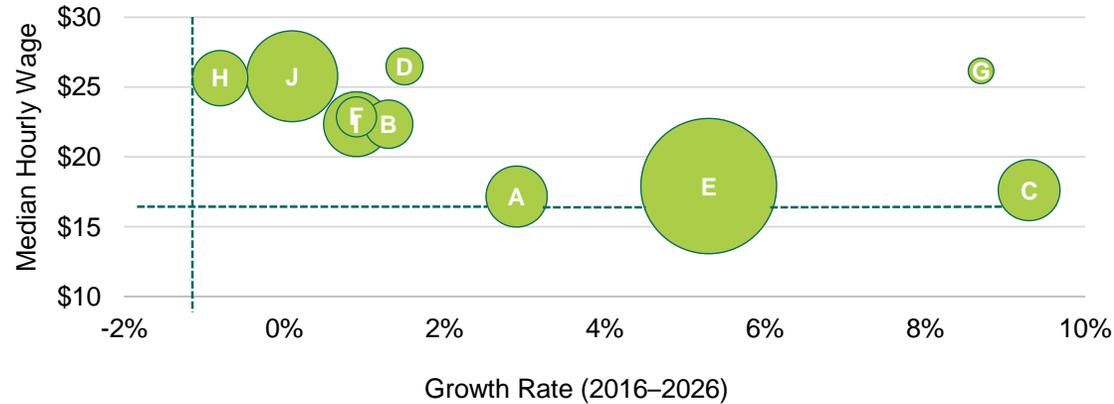
<b>A</b>	Bus and Truck Mechanics and Diesel Engine Specialists	<b>F</b>	Industrial Machinery Mechanics
<b>B</b>	Carpenters	<b>G</b>	Machinists
<b>C</b>	Farm Equipment Mechanics and Service Technicians	<b>H</b>	Physical Therapist Assistants
<b>D</b>	HVAC and Refrigeration Mechanics and Installers	<b>I</b>	Plumbers, Pipefitters, and Steamfitters
<b>E</b>	Industrial Engineering Technicians	<b>J</b>	Respiratory Therapists

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

## Many high-wage, high-demand careers in the region require an associate degree or less education/training

- Occupations in this education/training category can typically be achieved with between one to three years of education/training.
- Many of the occupations in this category have sizable growth or a need for a large amount of replacement workers. **(Figure 24)**
- Occupations listed here also make between \$2 to nearly \$11 more an hour more than the region's hourly median (\$16.41) for all occupations.

## HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING A POSTSECONDARY CERTIFICATE OR MODERATE-TERM TRAINING



Dotted lines mark the average projected growth rate (-0.9 percent) and the median hourly wage for the region (\$16.41).

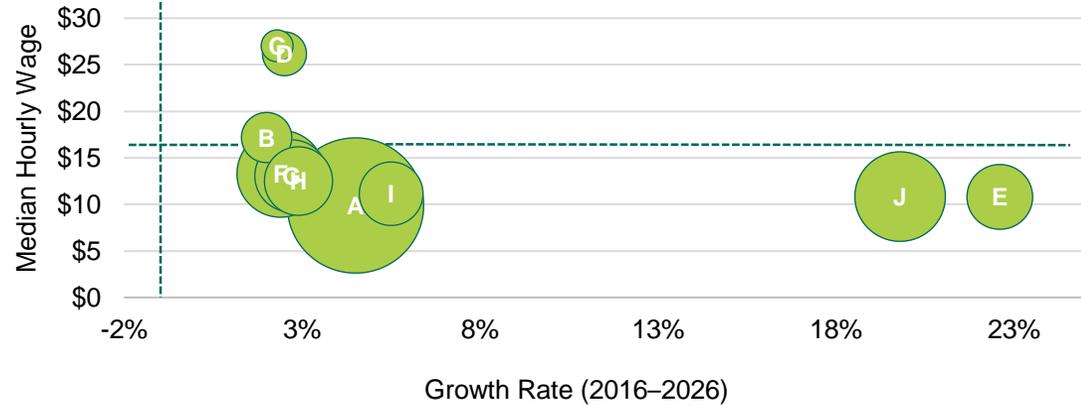
<b>A</b>	Billing and Posting Clerks	<b>F</b>	Highway Maintenance Workers
<b>B</b>	Computer User Support Specialists	<b>G</b>	Massage Therapists
<b>C</b>	CNC Machine Tool Programmers	<b>H</b>	Operating Engineers
<b>D</b>	Eligibility Interviewers, Government Programs	<b>I</b>	Police and Sheriff's Patrol Officers
<b>E</b>	Heavy and Tractor-Trailer Truck Drivers	<b>J</b>	Sales Reps., Except Tech. and Scientific Products

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Some careers that typically require less than one year of education and training are among the region's high-demand, high-wage occupations.

- Workers can typically qualify for occupations in this category with less than one year of education or training, although some may have multiple requirements.
- All 10 of the occupations listed have a median wage above the region's median hourly wage for all occupations (\$16.41). **(Figure 25)**

## HIGH-DEMAND OCCUPATIONS REQUIRING A HIGH SCHOOL DIPLOMA OR EQUIVALENT AND SHORT-TERM TRAINING



Dotted lines mark the average projected growth rate (-0.9 percent) and the median hourly wage for the region (\$16.41).

<b>A</b>	Food Prep. and Serving Workers, Including Fast Food	<b>F</b>	Janitors and Cleaners, Except Housekeeping
<b>B</b>	Construction Laborers	<b>G</b>	Laborers and Freight, Stock, and Material Movers, Hand
<b>C</b>	Constr. Trades and Excavation Workers, Supervisors	<b>H</b>	Landscaping and Groundskeeping Workers
<b>D</b>	Production and Operating Workers, Supervisors	<b>I</b>	Maids and Housekeeping Cleaners
<b>E</b>	Home Health Aides	<b>J</b>	Personal Care Aides

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

## Jobs in this category can be quickly entered and are in relatively high demand.

- Jobs in this category can often be entered with minimal education or training beyond a high school degree or equivalent.
- These occupations are not necessarily high wage, but they are in high demand and can be great options for someone starting out in the labor market, changing their course, or moving up with their years of experience.

**(Figure 26)**